



Ius Laboris USA Global HR Lawyers

FordHarrison



Firm Overview Prepared for

Company Name

January 2017



Our Practice



Ford Harrison's legal practice focuses solely on law and litigation, labor relations, employee benefits and executive compensation, and business immigration.



Employment Law

With 29 offices, including four affiliates nationwide, and attorneys licensed in almost every state, Ford Harrison can effectively and efficiently defend employment litigation matters across the country. Our attorneys advise clients on all matters affecting the employment relationship including recruitment, hiring, retention, discipline and discharge.

Employment Litigation

The proliferation of state and federal laws creating employee rights has prompted an increasing number of lawsuits. Clients expect and deserve quality litigation services that are delivered efficiently and cost-effectively. Ford Harrison lawyers advise and represent clients in all employment litigation matters, including discrimination, harassment, retaliation, employee discipline and termination, negligent hiring and Worker Adjustment and Retraining Notification Act (WARN) claims.

Our litigators are trial lawyers admitted to practice in state and federal courts, including the United States Supreme Court. Collectively, these attorneys have successfully tried many cases before juries and judges nationwide. Our trial lawyers represent management at all stages of employment disputes, including hearings, trials and appeals, at both the federal and state levels. Ford Harrison also represents public-sector clients before civil

service boards and other administrative entities.

In addition to representing management in employment disputes, our attorneys represent clients in ERISA and business litigation. We litigate such matters as employment contracts, trade secrets, unfair competition, covenants not to compete and defense of claims under employee welfare benefit plans.

The firm has significant experience in class action litigation. Our attorneys have an excellent record of defeating class certification in cases where FordHarrison has defending class action lawsuits translates into significant cost savings and victories for our clients.

Preventing protracted and costly litigation is an overriding goal, and FordHarrison attorneys are leaders in achieving results through preventive strategies. Our alternative dispute resolution practice is a natural adjunct to our litigation services.

Administrative Hearings

With our geographic coverage, our firm is familiar with all of the local EEOC offices and state Fair Employment Practices offices before which our clients appear. We have strong relationships with the attorneys and investigators in those offices. These relationships bode well for our clients as we continue to build our brand around these guidelines to help our clients.



“The relationship between employers and employees is highly regulated and is becoming more so with the enactment of complex laws.”

Counseling

The relationship between employers and employees is highly regulated and is becoming more so with the enactment of complex laws and the issuance of far-reaching court decisions.

FordHarrison routinely advises clients on all matters affecting the employment relationship, including recruitment, hiring, retention, discipline and termination issues. Our practical day-to-day legal advice for advice is geared toward helping clients achieve their operational and human resources goals while reducing the potential for disputes and lawsuits. Specifically, the firm's counseling expertise includes the following:

- » Designing policies and practices that are consistent with our clients' philosophies and business goals, and minimizing the risk of successful claims;
- » Constantly and quickly advising clients, through regular “alerts” and “updates,” on important new cases in every jurisdiction as well as changes in employment laws; effectively evaluating.
- » Evaluating employment vulnerabilities through personnel and books;
- » Training management and rank-and-file employees in areas such as harassment, discrimination, retaliation, discipline and discharge;
- » Assisting clients on day-to-day employment issues, such as hiring, firing, discipline and leave;

- » Developing and helping to implement Affirmative Action Plans.

Labor Relations

We continue to face the potential for dramatic changes in our nation's labor relations climate. The current administration will continue to look for ways to make pro-labor changes in positions of the National Labor Relations Board, and to help labor reverse a 50-year slide in union membership. Additionally, a newly energized labor movement with aggressive new leaders has promised to contribute the money and the manpower to bring about these changes.

FordHarrison has the knowledge and experience to successfully handle collective bargaining and union organizing drives as well as other labor relations issues regardless of changes in the legislative or political environment. We represent and advise employers in all phases of labor relations under the National Labor Relations Act (NLRA) and the Railway Labor Act (RLA). The firm also advises unionized and union-free clients on the impact of mergers, acquisitions and restructurings and helps clients conduct due diligence on labor and employment issues.

For union-free employers, our attorneys:

- » Develop effective, lawful strategies to reduce the likelihood of successful union organizing, including advice on handling pre-petition activities
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Edward B. Carlstedt

Partner / Tampa

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Bar Admissions

Florida

Court Admissions

U.S. District Court for the
Middle District of Florida
U.S. District Court for the
Southern District of Florida

Education

Stetson University College
of Law
J.D., *cum laude*, 1997
University of Florida
B.A., 1994

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Ed Carlstedt's practice focuses on trade secret, non-compete and restrictive covenant disputes as well as representing management in employment law matters, including defending employers against harassment, discrimination and retaliation claims.

Ed has extensive experience in matters involving trade secret, non-compete and restrictive covenant related issues, and has handled dozens of evidentiary hearings in federal and state courts in connection with such disputes. He has also defended employers in discrimination, harassment, medical leave, wage and hour and other complex litigation matters in state court, federal court, and arbitration proceedings. Ed routinely counsels clients regarding employment issues that arise on a day to day basis and reviews employment and restrictive covenant agreements.

Ed served on the Tampa Connection Board of Directors and was the President of the Tampa Gator Club. He is also a Leadership Tampa Bay Alumnus.

Representative Experience

- » Prosecuted numerous restrictive covenant and trade secret cases on behalf of publicly traded and private companies.
- » Defended publicly traded and private companies against parties claiming violations of Title VII of the Civil Rights Act, The Americans with Disabilities Act, the Family and Medical Leave Act, and the Florida Civil Rights Act.
- » *Per Florida Bar rules, information on litigation and other legal successes has not been disclosed but is available upon request*

Honors & Awards

- » AV® Preeminent Peer Review Rated by Martindale Hubbell
- » *Florida Trend* magazine, "Legal Elite" (2007, 2009, 2010, 2012, 2013, 2015).
- » "Florida Super Lawyers," *Super Lawyers* magazine



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Memberships

- » Hillsborough County Grievance Committee 2006-2009
- » Hillsborough County Bar Association Board of Directors, Young Lawyers Division, 2001-2002
- » Federal Bar Association
- » American Bar Association



Events & Presentations

- » May 04, 2016 - "Labor & Employment Law Update - Recent Developments and Planning for Expected Changes" - Complimentary Breakfast Briefing - Tampa, FL
- » February 18, 2016 - 2016 Labor and Employment Law Update - Complimentary Seminar and Reception for Corporate Counsel
- » March 19, 2015 - "The EEOC's 2015 Strategic Initiatives: How to Keep Your Company Out of the EEOC's Crosshairs" - Tampa, FL
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News & Insights

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Breakfast Briefing - Tampa, FL

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Office

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